June 7, 2017

Dear Governor Snyder, House Committee on Local Government, Michigan Representatives and Senators,

Discrimination is wrong and it has no place in Michigan or anywhere in our country.

We write to express our committed opposition to the introduction and passage of discriminatory legislation in Michigan, such as seen in proposed House Bills <u>4105</u> and <u>4334</u>. Such laws are bad for our employees and bad for business.

As business owners, employers and community members in this state, we have grave concern that any such legislation will deeply tarnish Michigan's reputation as open and friendly to businesses, workers, and families.

Our ability to attract and retain top talent, encourage new business development and investment, and maintain economic competitiveness will be negatively impacted by the totalitarian climate that such legislation would foster.

We exhort the Michigan legislature and the Governor to do away with any such legislation.

We urge you to join us in active support of welcoming communities, business and industrial innovation and expansion, and a well-educated, sizeable Michigan populace. Anything less diminishes the greatness of this state.

Joe Malcoun Paul Saginaw

CEO Co-Founding Partner

Nutshell Zingerman's Community of Businesses

Rich Sheridan Susan Cannell, Bruce Wallace

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